



April 9, 2015

Honourable Michael de Jong
Minister of Finance
PO Box 9048 Stn Prov Govt
Victoria, BC V8W 9E2

Honourable Peter Fassbender
Minister of Education
PO Box 9045 Stn Prov Govt
Victoria, BC V8W 9E2

Dear Minister de Jong and Minister Fassbender,

Re: Management/Exempt Staff Compensation

On behalf of the Delta Board of Education, I am writing to urge that the freeze on Management/Exempt staff, including Principals and Vice Principals, compensation be lifted immediately. Further, that Management/Exempt staff be given a fair and reasonable increase in a similar pattern to the recently negotiated collective agreements of our unionized staff, and which is fully funded by the Provincial Government.

The Delta Board of Education is committed to fair compensation for all of the District's employees. All employees play a role in creating a successful learning environment for our students and learning community. Management and Exempt staff play a key role in this regard, in particular during the past four years when there was extended strike action. Yet they are the only group which has not been provided with a compensation increase since 2009.

As a result of the Employee Support Grant which was negotiated in the most recent collective agreement settlement, support staff across the province received their regular wages for time lost while honouring the legal picket lines of the BCTF. By our calculation, this resulted in payment of approximately 10 – 12% of one year's wages for the period of the strike. While we understand and appreciate the strategy which motivated negotiation of this item, it only serves to magnify the inequity for management and exempt staff.

We have a world class education system and we strive for continued success and improvement. We believe that treating the leaders in our system equitably will further these goals.

Yours truly,

Laura Dixon
Chairperson
Delta Board of Education

cc: Ms. Christina Zacharuk, Interim President and CEO, PSEC Secretariat
Mr. Renzo Del Negro, Interim President and CEO, BCPSEA
BCSTA
Delta School District Management/Exempt Staff
Mr. Rob Fleming, New Democrat Opposition – Education
Ms. Vicki Huntington, MLA – Delta South
Mr. Scott Hamilton, MLA – Delta North